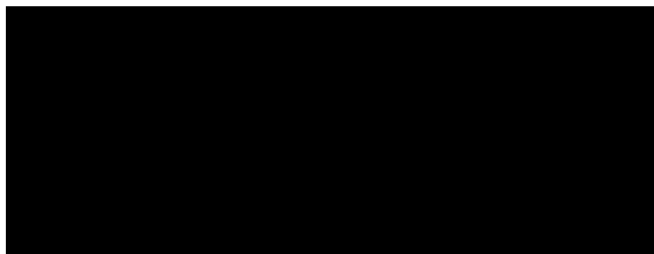


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. The 105th meeting of the CIA RETIREMENT BOARD convened at 1:30 p.m. on Wednesday, 22 January 1969, with the following present:



[REDACTED] Have you all had a chance to read the Minutes of the last meeting. There was a sentence left out of the paragraph concerning [REDACTED] - so you now have a corrected page 6 of the Minutes.

I did want to say, regarding paragraph 3, where it says the recommendations on the [REDACTED] case were made subject to an endorsement, I now have a rather strong endorsement from the DD/S. So that has been accomplished.

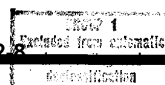
On the [REDACTED] case, [REDACTED] did confirm that it was essentially to meet a ceiling goal by the end of the fiscal year that the requested extension was reduced by that one month.

Other than that, I think the Minutes are okay, and, if you all agree, the Minutes are adopted as they stand.

Now, in deference to our busy gentleman here (indicating [REDACTED], we will go on to the [REDACTED] case.

Although I'm sure [REDACTED] has given you some idea, [REDACTED] I'd like to give you a few thoughts that I think summarize what we went through here, with I guess a particular consciousness, as expressed by one of our members, that the main thrust of this whole Retirement System was the DD/P and that we therefore did look pretty

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25X1A9a closely at this type of extension. Now, these were some of the

thoughts that were tossed out at the last Board Meeting. With

██████████ leaving in June - first of all, you would be able in

June, even if you were particularly worried about ceiling -- which

you probably are not, since you would be under in PMS -- you could

move a 4th man in at that time who would ultimately be ██████████ 25X1A9a

replacement, but you could move him in earlier. That was one 25X1A9a

thought expressed. The fact that ██████████ was himself leaving in the

1st quarter of 1970 came as a surprise to us, so obviously it must be

voluntary -- although we didn't know anything about it -- and one 25X1A9a

the ██████████ thoughts was that ██████████ could be asked to extend a few months.

Now, we can assume that he would extend, but we don't know that for

25X1A9a sure. ██████████ will be on board, but he's a new man. 25X1A9a

Now I've checked - and ██████████ departs from
overseas about mid-June and they expect him to return to duty in

mid-August. And again, it was the feeling of the Board, do you

really need more than a month and a half overlap for that job?

These were some of the Board's thoughts in an
effort to see why at this point, 15 months ahead of the date that you
are suggesting, you are already indicating that you can't hack it in
that Staff--

25X1A9a ██████████ Well, as far as our ceiling, Harry,
we probably will be down to our ceiling by the end of the fiscal year --
that is, at the present rate of attrition. As of my last count we were
28 over in the DD/P -- and it's really been rather surprising we've
been able to come down that much. The rate of attrition may
slacken, of course, but there is no sign of it yet -- and we're very
confident that we are going to make our ceiling.

But more important than that is the caliber of the
Staff and the people that we're losing. Glenn is a fine, solid officer,

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as far as we're concerned, but he is not the imaginative, creative type that [REDACTED] is, and we think Bill will be invaluable to us for these added few months while [REDACTED] who knows nothing about this work -- although he's a fine fellow and we think suitable for this job, this is going to be completely new to him. And it has been my feeling - and Tom K's - that unless we keep that Staff staffed with the right type of people, it's going to fall flat on its face. We have a particular problem with the Area Divisions, you see. This is a delicate function these men perform. In a way it's kind of a move toward centralized personnel administration -- a very slight move. But if they don't work very well with the Area Divisions - who have all the power, as you know, now, in a very decentralized personnel system in the Clandestine Services, we're in for nothing but trouble, and we won't be able to improve our personnel management system down there.

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This extension is only for seven months. [REDACTED]

[REDACTED] himself is not pressing for it, by any means. This is the

25X1A9a

result of [REDACTED] and my own discussions in trying to keep the Staff alive. This is further complicated - and we have made no point of this because it's still a little bit fuzzy, but our whole personnel set-up in the Clandestine Services is about to be - I won't say decimated but a whole new bunch of people are coming in. I'll be

25X1A9a

retiring no later than 1 September. [REDACTED] my No. 2 man,

is retiring 30 June. So we will have no experienced operations

people left come the 1st quarter of this next fiscal year, the way things

are going at the present time -- not that replacements aren't already

25X1A9a

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in the mill for myself and [REDACTED] but it will be a new bunch of people,

and we felt that [REDACTED] could really be a big help to all of us down

25X1A9a

there for this short, added period. In brief, that is our position.

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[REDACTED] I think much of the question here, [REDACTED]

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centered around whether this date of November for [REDACTED] return
25X1A9a was not something that you had control over.

[REDACTED] It's mid-August, actually.

25X1A9a

What happens, [REDACTED] Karl, many of 25X1A6a

our overseas - if not most overseas positions - for instance, Cleve's 25X1A9a

replacement is [REDACTED] out of [REDACTED] He is being 25X1A6a

replaced by [REDACTED] There's no problem in getting [REDACTED] to [REDACTED] 25X1A9a

in time to replace [REDACTED] but for [REDACTED] making the big move from 25X1A6a

25X1A9a one area to another, trying to get to [REDACTED] in June, if possible,

for an overlap with Cleve. There invariably is slippage in these
things -- we just can't help it, in the Clandestine Services, when three
and four people are involved in a move of this type.

Now, about Cram himself, I must say that we
looked over our people very carefully, because of the particular type
of individual that we have to have for this job. We have many able officers
but most of them are very much - as you all know - operations oriented.

They are not very interested in personnel, and they probably don't even
have much of an aptitude for personnel management work. In looking 25X1A9a

25X1A9a over the list of people that would be coming back about this time, [REDACTED]

[REDACTED] looked like by far the most suitable man in terms of his overall
qualifications and the type of personality that he has.

25X1A9a

[REDACTED] There's a little departure here in terms
of age. Cleve is what?

25X1A9a

[REDACTED] He's 52.

[REDACTED] Cleve is only about 52. And up to this
point you have been using people who were sort of on their way to

25X1A9a retirement. Is this a change in concept?

[REDACTED] Not necessarily, Harry. You see,
this particular Staff has only been functioning one year this month, and
to get it off to a good start we obviously picked what we thought were

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the best available people who have had some previous experience in

25X1A9a this type of work to get it started. All of these people - [REDACTED]

25X1A9a [REDACTED] - and our original selection had been Bill

[REDACTED] too -- all of these people throughout their Agency careers have had a great deal to do with personnel and related matters in the management field and in some other aspects of administration. Tom definitely wants people a little bit younger than that -- but we're completely flexible about it.

25X1A9a

25X1A9a [REDACTED] Then [REDACTED] could have another assignment after that?

25X1A9a [REDACTED] Oh we don't mean this is a terminal assignment for [REDACTED] by any means! We hope to rotate people in that Staff on a two or three year basis, as we try to do on other jobs.

25X1A9a [REDACTED] I think that was the main point at issue as far as I was concerned -- with this kind of lead time - you know, it seemed kind of incredible that you can't make some [REDACTED] sort of arrangements to take care of that assignment. If it's so uniquely tailored to a few people's talents, then I think I perhaps sympathize a bit more with the problem. But I guess I don't know that much about what the PMS is trying to do. It would seem to me you must have a large number of GS-14/GS-15 level people who have been doing essentially this kind of thing for years. I guess I don't appreciate the unique problem.

25X1A9a [REDACTED] Tom K. gave me this same rationale before he ever set up this Staff -- he felt it had to be staffed by very senior guys who had had both an ops background and good contacts and liaison with the senior ops people. He just felt he had to staff this thing initially with that kind of people to try to bridge the gap and sell this thing. And what was a valid argument then is equally valid right now.

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[REDACTED] That is correct, Emmett, we are still in the process of selling it, and that's why we are concerned.

Karl, we obviously have 14's and 15's around who are reasonably competent people but we don't think they have the standing with the Area Divisions to keep the prestige of this unit as high as it is right now.

25X1A9a

25X1A9a

[REDACTED] Well, I think my concern, really, is the length of time after Cleve gets back that you're asking for [REDACTED]

25X1A9a

Are there any other questions around the table? or shall we let [REDACTED] go, and then we can discuss it.

25X1A9a

[REDACTED] That is certainly a factor, Harry -- this is quite an extensive overlap, considering that there will be some people still there who know the ropes--

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[REDACTED] I assume you will be bringing in a replacement for [REDACTED]

25X1A9a

25X1A9a

Yes.

When is [REDACTED] leaving?

He has set about 1 October as the date.

He hasn't signed his application yet, but I expect it any time.

25X1A9a

[REDACTED] I'm sure someone has already called this to your attention, but in the Minutes of your CS Board's actions it says, "In accord with Agency regulations, his [REDACTED] and salary would be adjusted to GS-15 levels for the period of extended service."

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[REDACTED] We discussed that at some [REDACTED] length at our last Retirement Board meeting. That is a Notice, not a Regulation, and that Notice has just been extended, and it does say if the man is carrying on in a grade lower than his own, he will be reduced to that grade. That Notice is still on the books. Now whether we want to do something about it, that's another story. So we went

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into that -- as a matter of fact, I had the Notice with me and read it
25X1A9a to the Board.

Somehow I missed that Notice.

25X1A9a My first reaction was: here we're asking

to do us a favor and stay on, and then to say to him - "Now
we're going to downgrade you" seemed a little unfortunate, to me.

25X1A9a To me, too, since he will be doing the
same job.

But he's in a PRA assignment.

25X1A9a Yes, in a PRA assignment. And at
that time I called and said, "How do you feel about it?"

The DD/P position, I think, would be to support this Notice - their
thought being it's a deterrent, and they sort of like the idea of having
it there so people won't say - "Well, put me on this less demanding job
and I'll stay another six months."

25X1A9a As a little bit of background, I worked
that out with Tom, and he wanted it just as a little deterrent, and it
takes some of the sting out of extensions from the point of view of the
other employees.

25X1A9a One other question, 25X1A9a You did
consider, I presume, a three month extension -- or something less
than whatever it amounts to here - the eight months?

25X1A9a We kind of arbitrarily picked that
knowing that Glenn would be leaving and we would have a little more time
to get a replacement in there if we didn't have to worry about Bill
leaving that soon, too. And when we asked Bill if he would extend
for a few months he set 1 April, and the only reason - and it's maybe
kind of a ridiculous one - is that is the time he completes exactly 28
years of service. I'm being absolutely frank about it, we might be
able to let him go sooner than the seven months.

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[REDACTED] Okay, [REDACTED] If those are all the questions, I think we've gotten what we wanted from you. Thanks very much.

25X1A9a

[REDACTED] Yes, thank you.

[REDACTED] Thank you very much, gentlemen.

25X1A9a

. . . [REDACTED] withdrew from the meeting at this point . . .

25X1A9a

[REDACTED] Well, it's interesting that both of you fellows mentioned something I've sort of questioned in my own mind, anyway, and that was that the April date did look more or less arbitrary.

25X1A9a

We have confirmed the fact that [REDACTED] will be back mid-August, that [REDACTED] can be replaced in June -- because at that point in time they will only have three men on the Staff, because Gerry will have left --

25X1A9a

that [REDACTED] will be here through the end of September, too. Frankly, I lean toward a three month extension, which takes him to the end of the year, which also gives him the advantage of the lump sum annual leave payment - the tax advantage. And I'd like to see if we can't waive the reduction in grade for the three months.

25X1A9a

[REDACTED] Well, that is not this Board's function, I guess.

[REDACTED] I think the Board could recommend it -- it's been done -- on the basis that this man is really accommodating us -- and it's only three months -- and I'd hate to see him lose a couple of thousand dollars' insurance coverage.

25X1A9a

[REDACTED] The original thought on that concerned the guy you put in a different job at a lower level.

25X1A9a

[REDACTED] Yes.

[REDACTED] You see, in this case he is serving

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in the same job.

[REDACTED] The Notice doesn't read that way, though.

He's already in a PRA, and to me it

25X1A9a

doesn't make much sense--

[REDACTED] I don't think so, either.

I think it would soften it for him, too.

As I say, he is committing himself to less insurance coverage and a smaller amount in lump sum annual leave, and so on.

25X1A9a

[REDACTED] I would summarize my feeling by saying

that in cases of even Civil Service retirement here we have tended toward recommending some shorter period of extension where they've requested a fairly long extension - we have recommended six months instead of the year that was requested, and that sort of thing. Now we have an Agency Retirement System and I think we ought to be

25X1A9a

consistent.

25X1A9a

[REDACTED] I certainly understand the chess game that goes on in moving these people around -- but [REDACTED] has a kid and he's going to want to get back here in time to make arrangements

25X1A9a for getting her in school, so he's going to want to be back here in

August. They seem to have that fairly well projected.

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[REDACTED] Yes, if [REDACTED] gets back in time -- as [REDACTED] indicated.

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[REDACTED]: I guess it will be the length of time that [REDACTED] takes to get reoriented. They're saying they will get

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[REDACTED] down there. Nick isn't new to Europe -- he served in [REDACTED]

[REDACTED] I've seen this darn thing fall between the chairs too often -- everything is all hacked and then at the last minute the man's wife gets sick and he has to stay on -- or all of a

25X1A9a

sudden an election comes up--

[REDACTED] Of course we can always consider a

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further extension, too. I don't know why, but just the way this one hits me--

25X1A9a

[REDACTED] just seems excessive.

If this man were asking for this himself, then I agree -- and in most instances that is precisely what we have said - "Let's give him four or five months - cut it down from a year" -- but this man [REDACTED] didn't ask for this himself.

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25X1A9a

As honest [REDACTED] says, it was a little bit of both - they asked him, "Can you extend for a few months?" - and he said, "Yes, and how about until 1 April, because that gives me exactly 28 years."

25X1A9a

They asked him to extend and he said yes. They said, "How long can you stay on?" He said, "How about until April? Is that a good date for you? It's a good date for me." It could just as easily have gone that way. I see all the difference in the world between a case where the Agency wants a man to stay on for a certain length of time and a case where the man himself is asking to stay on.

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They said 1 April and here it comes out 30 April. [REDACTED] said it was 1 April.

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That's an awfully long overlap. And [REDACTED] is a pretty bright guy. They probably spend two weeks overlapping even to become a Chief of Station. I don't know why this long overlap -- it just doesn't hold up very well.

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I still go back to the fact that I've seen too many of these plans fall by the wayside -- the best laid plans just go haywire.

25X1A9a

So, he gets back the middle of September -- he's there for three and a half months. Does he need more than that?

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doesn't he take any leave?

[REDACTED] I mean if he gets back for duty then.

He is supposed to leave there in mid-June, and they've got two months scheduled for him before he reports here in mid-August. So, it slides a month and he gets here mid-September.

25X1A9a

25X1A9a

[REDACTED] And then maybe [REDACTED] comes under that 60 day extension that, if an emergency arises, the D/Pers can give without coming to this Board. But to plan on the basis that you're going to have trouble--

25X1A9a

[REDACTED] We could reconsider and give an additional extension because the replacement didn't show up as scheduled.

25X1A9a

How do you feel about this, Emmett? I realize you haven't chewed on this as long as we have.

[REDACTED] Emmett missed some of the emotion here at the last meeting. We just feel that for an outfit for whom this System was designed, that extensions ought to be requested with great care.

25X1A9a

[REDACTED] You could limit it by saying something like this: Approve extension to whatever date will ensure up to 30 days overlap of successor, but not to exceed this date -- when the replacement gets here, [REDACTED] goes out 90 days later.

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25X1A9a

[REDACTED] I think I agree with you, but I think there should be a date established--

25X1A9a

[REDACTED] Then make it 31 December but say the Board will entertain a request for further extension if the overlap is not possible.

25X1A9a

[REDACTED] I've written down here 31 December.

And I like your idea of recommending that he not be downgraded.

25X1A9a

[REDACTED] John?

[REDACTED] I just can't help but feel that no more

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25X1A9a

than a 90 day overlap ought to be enough for anyone.

25X1A9a

██████████ Normally you don't even change Deputy Directors with that kind of an overlap.

25X1A9a

██████████ And again, I feel pretty strongly about this question of the downgrading. This case doesn't meet the purpose of that Notice -- and I just hate to see us - where we're asking Bill

25X1A9a

██████████ to stay on, then kick him down in grade.

██████████ Say that since he is doing this for the convenience of the Government, the Board recommends no downgrading.

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25X1A9a

██████████ And I would cite some of ██████████ losses - the insurance rate of pay-off, and less on the annual leave.

25X1A9a

25X1A9a

██████████ The next one is ██████████ the fellow from JMWAVE. I had finally reached satisfaction that this fellow had the qualifying service, but I think it was ██████████ that wanted to hear from the man himself -- and Karl, I think, sort of half agreed with him.

25X1A9a

. . . ██████████ joined the meeting at this point . . .

25X1A9a

██████████ Karl, would you like to begin?

██████████ I think it only fair to preface this now with a few remarks about the problem this Board has, really, in deciding what parts of domestic service should be considered as qualifying service under the CIARDS. And as is usually the case, we are not presented with a terribly informative record, and so some of us who aren't familiar with the kind of service that may be performed at some of these ██████████ feel that we need just a little more

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background on the type of service involved and whether it would really fit one of the requirements under the legislation that we have to interpret in deciding on eligibility for the Retirement System.

So that's pretty much it -- we would like to have a better idea of the kind of service that would lead to a request that it be considered as qualifying service - either hazardous or so restrictive in terms of what you can say about it later on that it hinders your getting employment on the outside -- these are some of the factors that we have to consider.

25X1A

[REDACTED] I might just add this much to it, too.

It has been indicated in your record there is no question that you did certain duties that were much more like a man would do when he was [REDACTED] overseas, but there's always a question in our mind as to the amount of time for which you're asking coverage -- how constant was this type of duty? was it occasional, or was it something you were doing all the time? Because in your case we have to come up with 27 months of qualifying service, and there are going to be other cases like yours, so we're pretty careful in documenting it that each one has proven to our satisfaction that there really was 27 months worth of it.

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[REDACTED] Thank you, sir.

25X1A9a

. . . [REDACTED] withdrew from the meeting at

this point . . .

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25X1A9a

[REDACTED] I'd sort of like to recommend we table

this case and query George Meloon about how he feels about [REDACTED]

25X1A9a

[REDACTED] I think it's immaterial how he feels.

25X1A9a

[REDACTED] That was why I wanted to find out if

[REDACTED] himself took the initiative here. There is no indication that George was--

25X1A9a

[REDACTED] George Meloon has been party to this

discussion twice. He says: "I would appreciate a review of Mr.

25X1A9a

[REDACTED] case based on the attached memorandum and Form 3100

attesting to domestic service which he feels meets the test of qualifying

25X1A9a

service under the CIARDS" -- so George is saying - "You fellows have a better feel for this than I have."

25X1A9a

[REDACTED] George has no issue in this case at all?

[REDACTED] isn't of limited usefulness so they would like to see him move out for the benefit of their Career Service?

25X1A9a

[REDACTED] That's another point, and we're not really

addressing ourselves to the retirement possibility because it is so far off.

25X1A9a

[REDACTED] I'm sorry, Emmett -- because I was

answering on the assumption the Board was going to approve this and in which case I don't think Meloon's feelings would be material here.

25X1A9a

[REDACTED] I think in this job of supporting the JMWAVE

functions, this comes as close as we will ever get--

25X1A9a

[REDACTED] We have already approved Lou-- 25X1A9a

[REDACTED] Really the only other one was [REDACTED] --

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25X1C

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[REDACTED] I think it's unanimous that [REDACTED]
be admitted.

Now we can go back to Item 2 of our regular
agenda, the review of regular participation and retirement cases.
First we have seven employees - I guess all staff agents--

25X1A9a

[REDACTED] They're all career agents.
[REDACTED] All seven of whom have at least five
years of Agency service and appear to meet the basic criteria for
designation as participants.

25X1A9a

[REDACTED] I'm amazed at the age of these fellows --
most of them are in their upper 30's.

25X1A9a

[REDACTED] A lot of these have had service
with the Agency on contract, which was Social Security and is not
creditable.

25X1A9a

[REDACTED] One other point on this. There is no
indication in the first case, for example, that any of this is overseas
service -- you simply say "claimed qualifying service" - and that
could be [REDACTED] for all we know.

25X1A

25X1A9a

[REDACTED] That is all overseas service.
[REDACTED] Well, it is shown on some and not on
others.

25X1A9a

[REDACTED] The "claimed" qualifying service
would always be overseas service.

25X1A9a

[REDACTED] And this is a real effort to get these
career agents into the System.

25X1A9a

[REDACTED] Why do you use a different format?
Item 1 is claimed and Item 6 is verified.

25X1A9a

[REDACTED] Remember when we were doing so
many and the Board said any of those who had more than 11 or 12 years
I should verify, but any less than that we could take it on a claimed

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basis, because when we do the 15 year review we do have to verify it.

On these agents it's very hard to verify--

25X1A9a

[REDACTED] It's a question of degree -- if there is any real doubt about it, they wouldn't put it as claimed, but when it would require an awful lot of digging to get these documents, they're passing it at this point.

25X1A9a

[REDACTED] At the 15th anniversary review I have to verify them anyway.

25X1A9a

[REDACTED] Of course it may be a lot more difficult to find it then--

25X1A9a

[REDACTED] They may have a lot more qualifying service by then, too.

25X1A9a

[REDACTED] Do I have a motion on these seven gentlemen?

25X1A9a

[REDACTED] move they be put in the System.
[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

[REDACTED] Now, there's one application for voluntary retirement here -- but I have another one now. The first one is [REDACTED] who will become 50 on 11 April 1969, and wants to retire 30 April, voluntarily. He has had 22 years of Federal service, 15 years of Agency service, and has 101 months of qualifying service.

25X1A9a

We also have [REDACTED] requesting voluntary retirement. He's [REDACTED] 59 years of age, has 27 years Federal service, 21 years Agency service, and 130 months of qualifying service. The only reason he's a last minute voluntary is that he was scheduled for mandatory retirement a month later but he wanted to make the February 28th deadline -- so he's voluntarily

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retiring a month early -- for which we can't blame him.

Do I have a motion for these two voluntary

retirements?

Move they both be retired.

. . . This motion was then seconded and passed . . .

: j Now we move down to agenda Item 5 -

the case of . I don't know if you all react as

I do to this one. only needs two more months of

service, and he's had FI/D time, and NE time - and didn't even

mention his Central Cover time - for the two months' additional

service that he required.

25X1A6a

From what Mike has been telling us,

I think his service as Chief of the Branch and Chief

of Operations is clearly the sort of thing we have okayed before.

I'm overwhelmed by the amount of

proof of the additional two months of service.

Could I have a motion on this one?

I move that he be granted membership

in the CIARDS.

Second.

And apparently that is unanimous.

. . . This motion was then passed . . .

Now, on I do have

a letter here -- and I wish it helped more -- a letter from Carl

Duckett, and I know he's in there trying, but it says pretty much

what has already been said.

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25X1A9a

. . . [redacted] then read the following memorandum
to the Board . . .

DDS&T #218-69

22 January 1969

25X1A9a MEMORANDUM FOR: Chairman, CIA Retirement Board
SUBJECT : Request for Extension in Service
of [redacted]

25X1A9a 1. Following the Retirement Board meeting of 8 January 1969, I have discussed [redacted] and should like to clear the record concerning my views in this matter.

25X1A9a 2. With respect to my signature on the concurrence line of [redacted] memorandum of 18 October 1969, I merely meant that I concurred in having his petition come before the Board. I intended in no way to prejudge the merits of his case, this being a matter for the Board to decide. In this connection my concurrence on Dr. Chamberlain's memorandum of 18 November 1968 was meant to indicate that I agreed with his statement that OSI has no official basis for acceding to [redacted] request for an extension. 25X1A9a

25X1A9a 3. My note on the routing slip by which the [redacted] case was forwarded to you merely suggested that if cases such as [redacted] are being considered favorably throughout the Agency, we in DDS&T would reconsider our ability to keep him employed beyond his presently scheduled retirement date. As matters now stand, we have already made arrangements to handle his workload upon his departure.

25X1A9a 4. In summary, I concur in OSI's position that they have no official need for [redacted] services beyond his scheduled retirement date. On the other hand, I do not wish to rule on the merits of [redacted] request for an extension on compassionate grounds since I believe this to be a matter between the individual and the Board. If the Board feels an extension to be justified, I will ask OSI to review its ability to provide him with a useful assignment until his eventual retirement.

/Signed/ Carl E. Duckett
Deputy Director
for
Science and Technology

25X1A9a

[redacted] So, it has been very successfully
dumped back into the lap of the Board. I don't mean to pick on Carl--

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This case really bothers me -- I find it an extremely difficult one. I've made my own notes here, as I'm sure you all have. The fact that he adopted this 9 year old girl at age 50 -- on the surface I'd have to feel that he might not have done that if he thought he was going to have to retire 10 years later. He has taken out a \$10,000 bank loan to send this girl to college. His house mortgage doesn't bother me terribly, because he could liquidate that by selling the house. His wife has had cancer and is a semi-invalid, and his mother-in-law is almost an invalid and is living with him and is his responsibility. It's kind of a rough case. He is 60 and he is asking for three more years -- which I'm sure is more than the Board wants to give him, but I personally am not sure that we want to take the position we had gotten around to at our last meeting that we ought to give him all of what he asked for or nothing at all.

25X1A9a

██████████ It's pretty hard to judge a case when you have only part of a person's financial situation, really. You don't know how many stocks, bonds, negotiable instruments he has, or life insurance to borrow against, or investments--

25X1A9a

██████████ We could know more--
 But if we're going to make it on the grounds he actually has a hardship by reason of his daughter's education--

25X1A9a

██████████ Some of us may prefer to educate our children by borrowing money rather than cashing in what we have. You make these provisions. I made life insurance provisions if I need it for education purposes -- but I may do it another way, with today's market.

25X1A9a

██████████ I think we would be breaking new ground if we used educational loans now as a reason for extensions. And I don't find much else in ██████████ case -- and I spent two hours talking

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with him about the health of his wife and mother-in-law.

He was in the Weather Bureau when we recruited him, and if you will notice in the record, he came here as an 11 and he has made his way to a GS-15 -- which, believe me! he would never have done in the Weather Bureau! and he knows it! He was faced with an assignment to South America - which he didn't want and which was one reason why he came here. So I feel the Agency has done pretty well by him. We made him a GS-15 back in 1962.

25X1A9a

[REDACTED] What is the possibility of outside employment for a fellow like this?

25X1A9a

[REDACTED] Well, if you listen to him it's zero as a meteorologist. I think he could be employed as a meteorologist but he would have to take a much lower salary than he's getting here, naturally. But I would think it would be quite easy, with his annuity of roughly \$12,000 or \$13,000, to get a job that would make up the difference -- I don't even question that -- even as a part-time meteorologist for an oil company or something like that. But he hasn't tried -- and this is one thing that bothers me. He decided when he got his notice that he wasn't going to go along with the Agency on this thing at all. He fought it all the way. He made no attempt to find employment until very recently - just the last few months, when he began to worry that maybe the Agency wasn't kidding. So you see, this is a factor now in the lack of sympathy I have for him. And he's had 33 years of Government service, so it isn't the typical case of a fellow coming in here with less than 20 years--

25X1A9a

[REDACTED] This is true. The DD/I - and DDS&T in particular, have sort of written into the policy they would probably be rather liberal with extensions, and wherever the DD/I or DDS&T has come in with somebody between the ages of 60 and 62 and said - "This is a good type and we can use him" - there has been

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little question of an extension. I'm afraid we are saying here that the better worker will get an extension -- and I'm not saying this is wrong -- and the guy that is kind of marginal and not really needed, is not going to get an extension.

25X1A9a

[REDACTED] I'll tell you another thing I'm very concerned about is the affect this will have on our other age 60 cases.

25X1A9a

Everybody knows that [REDACTED] dug in his heels and decided he was going to fight this thing. I think it's going to be very hard to hold the line on the other age 60 cases.

25X1A9a

[REDACTED] I think Chamberlain did a good job in his memo -- he put it point blank: "I don't need this guy" -- and this is what they should do.

25X1A9a

25X1A9a

[REDACTED] I remember some OSI cases in years past where they had real hardship -- like [REDACTED] - a real hardship case - with 14 years of Federal service, a wife under constant medical care, almost blind - and out he goes. And here we come with [REDACTED] with 33 years of service, a good annuity, and so on. Here's the paradox - he wants to work until he's 85 and yet he says his health is too poor to be able to go out and get a job. It's these sorts of things. I have no sympathy for the guy. But I am very much concerned, because we have a number of cases - we're beginning to get to the point where we have a lot of age 60 cases coming up, and I think it's going to be very hard to hold the line on other cases like that.

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[REDACTED] Do you remember with [REDACTED] - was his request based on financial problems too? I know it was

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turned down.

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[REDACTED] Yes -- and he wanted to complete a certain number of years of service - like [REDACTED]

[REDACTED] I think Karl is making a very strong

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point here - in the face of what we already have, of the affect it

will have on their other cases.

25X1A9a

[REDACTED] I talk to all these people now as they
are coming along after they get the 5-year letter. And I know the
effect this is going to have. It is well known that [REDACTED] is one of
the guys who is bucking the policy.

25X1A9a

25X1A9a

[REDACTED] Is he likely to do anything more about
this?

25X1A9a

[REDACTED] Oh he has threatened to go to his
Congressman and all that -- but I have no idea whether he would
follow through.

25X1A9a

[REDACTED] He said he would go to Broyhill and Byrd -
both - if he is turned down. But as Red White has said on other
occasions, sooner or later we'll have to go to court.

25X1A9a

[REDACTED] Here is a man with 33 or 34 years of
Federal service. We're not exactly kicking him out before he gets a
chance to earn an annuity. He has had a full career. And you can
show those guys the record on the cases that we've had, and show that
we're not discriminating against [REDACTED]

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25X1A9a

[REDACTED] You just have to consider each one as
an individual case.

25X1A9a

[REDACTED] I could suggest this. We can well use
[REDACTED] for say another six months or so beyond his scheduled
retirement date -- and if you believe we should throw the guy a
little piece, that is something we can do.

25X1A9a

25X1A9a

[REDACTED] I'm not sure six months
accomplishes a lot.

25X1A9a

[REDACTED] I don't think that would help in this case.
He has made no attempt to get a job?

He has until November 1969--

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25X1A9a

[REDACTED] Is his heart in it yet?

[REDACTED] He says - "They (EEA) don't know my problem, and they're not really helping me."

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[REDACTED] I would like to give him the one month, but I don't dare offer him that after he has asked for three years -- which would take him to the end of the year, for tax purposes.

25X1A9a

[REDACTED] It could be done after the fact.

[REDACTED] I would be ridiculous, I think, to officially offer him one month.

25X1A9a

[REDACTED] This may sound like I'm sticking a knife in the back of one of my guys in my office, but this is a case where I have little sympathy because he has plain not accepted this Agency policy in good faith.

25X1A9a

[REDACTED] I know the policy addressed itself to not giving particular consideration to people who said - "At the time I came in you told me I could stay until 65" -- which probably happened in his case -- he came to us in 1953, when he was past 40, and there's a good chance that he contemplated working until age 65. But there are a lot of people like that.

25X1A9a

[REDACTED] Putting a lot of weight on that going until 65 bit - there's no basis for it, because the law says 70 -- and what these people probably were told was that under Civil Service they would get the same things, but a specific age for retirement probably wasn't discussed, as a matter of fact.

25X1A9a

[REDACTED] I know we are all concerned about the wife and the mother-in-law here -- that is what is bugging us -- but I think we must assume his mother-in-law is getting at least the minimum Social Security annuity.

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[REDACTED] We really don't know all these things. A 9 year old child is an unusual adoption, and I'm not sure that it

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wasn't from some family responsibility that he took her on. We don't know all these things.

25X1A9a

[REDACTED] I tried to sound him out a little bit on this adoption, but didn't get very far. I did ask him about his wife's and mother-in-law's health, and we discussed it at quite some length, and despite the apparent chronic nature of these disorders, the fact of the matter is there is very little outlay for medical treatment involved in either of these. He has never used his \$100 deductible, or whatever it is, on drugs or anything of that sort. He told me he has never had to pay more than \$100 beyond what hospitalization insurance pays for medical treatment for either of these. We are all faced with medical problems, and we don't know when they are going to strike, so this kind of contingency worry is not really a valid consideration, as far as I can see, for this Board to take into account.

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[REDACTED] He has had a good and a full career. And if 10 years ago he paid \$30,000 for his home, I'm sure it's worth a lot more now.

25X1A9a

[REDACTED] I voiced my opinion on this case at our last meeting, that there were just two things that bothered me about this case and that led me to be slightly sympathetic with his contention. In the first place, it wasn't until 1959, really, that he bought his house, and it wasn't until 1959 that he adopted the child. Now that was just before we adopted the policy on age 62 -- which was in late 1959 but it wasn't published as a regulation until 1960. So that factor enters into this. He thought he could stay on longer at the time he bought the house and adopted the child.

25X1A9a

But in 1964 [REDACTED] received his 5 year notice that by age 60 he would have over 30 years' service and would be expected to retire. Now some components in the Agency back in 1964 were a

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lot more lenient than the Clandestine Services was. The CS had its own policy that - "No, we will not extend unless the man performs some service that we cannot do without -- so everybody has got to think in terms of retirement." But some components said - "If you are useful to us, we intend to extend you." Now I was just wondering if in 1964 it was the policy of the DDS&T to extend people that were of value to them. Because I think it was later than that, as I remember, that they came before the old Agency Board and changed their position -- or at least I know the DD/I changed their position and became pretty adamant on the idea of retirement at 62. So if [REDACTED] was misled, so that he didn't really try to use those five years to really plan for retirement at age 60 on the theory that he was told he would be extended -- and he alleges that two people told him he would have no trouble in obtaining deferment -- then I think maybe we owe him some little bit there, and I would have been sympathetic to saying - "All right, if we misled you at that point, we will give you an extension of a few months."

[REDACTED] I think I can clarify this. I talk to all of the people in DDS&T who get their 5 year letter, and I decide with them what our Office will recommend in the way of a retirement date -- we try to decide at the time of the 5 year letter whether we think their services are going to be needed beyond, and so on, and also on the basis of whether we think they are really going to contribute beyond that period. So from that moment on there is no doubt in their minds -- and they are told, and I write a Memo for the Record, which I show them and they know what our Office is planning to do. I have such a Memo for the Record in our file on [REDACTED] I talked with him in 1964, and I told him he would be expected to retire at age 60.

[REDACTED] That answers my question perfectly.
[REDACTED] Now I would like to make one comment

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on his decision to buy a house in 1959. It was at that point he was given an indication that he was going to have a clear shot at a grade 15 position, and probably that had more influence on his financial considerations than anything else.

Now if you think it would be helpful, I'm sure we could pull together some of the record -- I could get my Memo for the Record, and things like that, in here. I would think, also, you ought to have a chance to ask some of these questions of [REDACTED] If we think this is kind of a keystone case, then I think we really ought to go after it. And [REDACTED] is available. We have gotten a more complete financial record than this in most of our other compassionate cases, and I think we should expect no less from [REDACTED] -- if we are really considering an extension on these grounds.

[REDACTED] I sort of instinctively feel that we're not going to add an awful lot to what we have here by talking to [REDACTED]

[REDACTED] He has even entitled his statement "Compassionate Reasons for Deferred Retirement of [REDACTED] and if he had some true hardships it would seem to me he would have included them here -- because he certainly seems to have everything in here.

[REDACTED] That wasn't included until I went back to him and asked for it. He wrote that at my request.

[REDACTED] Well, all right. Fine. Now here's a couple with only one child to be concerned about as far as a college education, and I believe we have refused extensions to people with five or six children - and they didn't have all these years of service or as high an annuity as [REDACTED] will get.

[REDACTED] is well aware of last year's pay raise, and this year's pay raise, and he wants some credit on his high-5.

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25X1A9a

[REDACTED] Yes, very much -- that's the crux of much of the problem here.

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[REDACTED] (\$2700) a year more by working three more years -- and I assume that is based on present rates. There would be an even greater difference with the upcoming pay raise.

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[REDACTED] I suspect he has July's pay raise all figured out.

25X1A9a

[REDACTED] We don't try to project through next July.

25X1A9a

[REDACTED] You should. You know what the minimum will be.

25X1A9a

[REDACTED] Last year there was a chart in the newspapers, but there hasn't been anything on the next one yet.

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[REDACTED] We went through this with Col. White and he wanted to know what the pay raise will be, and we said we

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don't know.

[REDACTED] You know it will be at least as much as last year.

25X1A9a

[REDACTED] We tried to tell him this, but he wanted to know just what it is going to be.

25X1A9a

[REDACTED] But if we were to give people estimates based on that, we would get into all kinds of trouble.

25X1A9a

[REDACTED] We calculated it on the going rates -- but there obviously will be a substantial difference.

25X1A9a

[REDACTED] I smell consensus here.

[REDACTED] I feel as the Chairman does,

that if we called [REDACTED] in I don't think there would be more

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more to elaborate on as far as the question of financial hardship.

But I'd leave that entirely up to you, Karl -- if you felt [REDACTED] himself ought to be heard before the Board makes a decision, then

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25X1A9a

I'd leave it to you to decide to table it today.

[REDACTED] is not the kind of balance sheet that we have been getting in these compassionate cases. But if you think there is enough merit in what we have here to go the next step--

25X1A9a

[REDACTED] This gets terribly complicated, too
It's like Bob Wattles says -- let's assume that we got [REDACTED] in here and we got the additional financial information that [REDACTED] was talking about -- in other words, [REDACTED] didn't borrow the \$10,000 because that was his preferred method but because he has no other money -- would this really change your mind? Then you bring in a GS-12 who says, "Yes, I've been working 25 years and I saved \$25.00 every month--" You tend to penalize the prudent and be generous to the imprudent. Without any other facts there is no reason for us to believe that he has not had an opportunity over his long Government career to have put away enough money to send one child through college. If he had a real compassionate case-- I'm just trying to think of an honest-to-God compassionate case. For instance, if somebody's kid was hurt in an automobile accident and his mind has been troubled and they have him in an institution -- this is the sort of tremendous blow that [REDACTED] nobody could have planned for, and it kind of wipes you out.

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I'm afraid that whatever [REDACTED] himself added here, it wouldn't change our minds very much--

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[REDACTED] It wouldn't change my mind -- because I've already had a long talk with him.

25X1A9a

[REDACTED] If [REDACTED] was a real good performer and the DDS&T said - "Boy! we would like to keep him on for another year" - there would be no question, between age 60 and 62, as far as the DDS&T to extend him. So it's his performance as much as anything else.

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[REDACTED] We could use him -- he's a Branch Chief and we could extend his tour in that Branch Chief position -- but we have other people that we could assign to that job.

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[REDACTED] I move we turn him down in the interest of the Service but invite him to submit a detailed financial statement if he so desires, in support of his request.

25X1A9a

[REDACTED] You say turn him down first and then ask him if he wants to submit a statement?

25X1A9a

[REDACTED] You can table the case and ask him--
[REDACTED] We will probably have an appeal, and at that time--

25X1A9a

[REDACTED] If you're going to ask for a detailed statement, that should come first, before a decision.

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[REDACTED] I withdraw my motion.
[REDACTED] Would a detailed statement showing that he doesn't have much other than his house, change your mind?

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[REDACTED] But it would give a lot of backing--
[REDACTED] If the Board is ready to turn him down now, a financial statement isn't going to help you--

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[REDACTED] But it might in case there's an investigation or something.

25X1A9a

[REDACTED] was very unhappy about giving even this much information.

25X1A9a

[REDACTED] Oh yes, he was unhappy. But if he were to make a test case out of this - challenge it, it might be wise for us to have a very complete record to show that we did a thorough job of investigating, and made our decision on the basis of it.

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[REDACTED] I'll make a motion we turn it down, period -- from what we have here and what we have discussed.

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[REDACTED] On the information available to the Board.

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[REDACTED] Let me hold that motion a second. I'm trying to defer to Karl here. Karl, are you suggesting it might be worthwhile to go to [REDACTED] and say: "The Board is ready to vote no, based on the compassionate case as you presented it. Now if there is anything more that you can add to this, we are willing to entertain it." Is this what you are suggesting?

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25X1A9a

[REDACTED] Yes. We can hold the case up for a couple of weeks -- we don't have to reach a decision today.

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[REDACTED] This is getting a little close to what Emmett was saying, that we advise him--

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[REDACTED] That on the basis of what we have, the Board is prepared to vote no.

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[REDACTED] And you (indicating [REDACTED]) could sort of fill him in - that there are many people who have kids to send through college at their retirement point, and that that in itself is certainly not enough.

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Now, we do have a motion on the floor. Let me now reinstitute that motion. We have a motion from [REDACTED] that the Board turn it down, forthwith - period. Do I have a second for that?

25X1A9a

[REDACTED] I'll second that. If the Board is clearly in favor of that, then I'll forget the case.

25X1A9a

[REDACTED] How do you feel, Mike?

[REDACTED] I'd prefer to wait until the next time around -- do as was suggested, go to him and say: The Board is prepared to turn your case down, based on the statement of hardship that you have presented to date -- if you care to submit any more information, the Board would be glad to have it.

25X1A9a

[REDACTED] I'd like to specifically ask him for a detailed financial statement, because I'd like to know whether--

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25X1A9a

[REDACTED] Some people get their backs up to this invasion of privacy. The DD/P, I think, is going through this. 25X1A9a Again, I feel that it's sort of up to [REDACTED] -- and if he feels he has something more, the Board would be very happy to see it. But I think, Karl, you could give him some of our feeling here - that having only one child to send through college -- and she's already part way through -- that in itself is not enough. And the fact that

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he has a mortgage on his house -- Well, join the crowd!

25X1A9a

[REDACTED] He has only \$5,000 more to pay on that mortgage.

[REDACTED] The poor health of his wife is very unfortunate, but it doesn't seem to be bleeding him financially.

Now the other aspect that he makes much of is the promises that were made in regard to his staying on. I think we have to say the Board disregards that -- I mean, a new policy was established, and he was fully aware of it certainly in 1964 when he got his notice, and he should have been aware of it even earlier on when the policy came into being. So that is discounted. Therefore it hinges almost exclusively on an unusual compassionate appeal -- which we still don't see. And ask him if he has anything that could--

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[REDACTED] Yes, I'll do that. He won't be happy -- but I'll do it.

25X1A9a

25X1A9a

[REDACTED] How about you, Eck?
[REDACTED] I endorse everything you just said.
[REDACTED] I have a feeling, [REDACTED], we're going to wind up in your office sooner or later on this one.

25X1A9a

[REDACTED] I'd rather have it said we made our decision based on all available evidence that he cared to submit, rather than to make it without the evidence.

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[REDACTED] I'm also mindful of the fact that it

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wasn't too long ago the Director asked for a financial statement on a chauffeur - and why weren't his expenses covered by insurance and so on.

25X1A9a

25X1A9a

Okay, Karl?

Will do.

Before we leave the [REDACTED] case, may

I make the suggestion that the Recording Secretary go ahead and type up this discussion, so that it doesn't get lost--

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Yes, we will have the verbatim transcript.

I think this discussion is pertinent --

particularly some of Karl's remarks.

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Karl, while you're at it you might

introduce for this record your Memo for the Record in 1964.

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Yes, would you do that, Karl? so it

won't get lost--

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25X1A9a

Yes, I think that is very important --

because from then on [REDACTED] hasn't been misled.

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We have so many problems sub- 25X1A9a

stantiating some of these things once a case gets to be a problem case.

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You all know that the [REDACTED]

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[REDACTED] case is off the agenda. That is being handled directly between the DD/S and the Ex. Dir. -- and the Ex. Dir. agreed that was an unfair case to give this Board.

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Next we have a request for extension under the

Civil Service Retirement System of [REDACTED] - 25X1A9a

five month extension. [REDACTED] concurs -- and so do I. It's 25X1A9a

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interesting that hard-nosed [REDACTED] --

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He has a ceiling problem there, and he

says - "Therefore, without regard for the compassionate aspects" --

The print is very light here, but I

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assume [REDACTED] is saying: I concur in [REDACTED] request for five months extension.

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[REDACTED]: Yes, that's right -- in other words, he's taking the compassionate situation.

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[REDACTED] I move we extend for the five months.

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. . . This motion was then seconded and passed . . .

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[REDACTED]: I spent a disproportionate amount of time on this next one - [REDACTED] I tried to figure out what her Social Security annuity would be if she found outside employment right now and started building up Social Security credit. Anyway, she is scheduled to retire 30 June 1970, and she's asking for a 2 year extension, until 30 June 1972. My only thought here was, her 25X1A9a annuity now is \$4500, and if she would earn \$4500 on the outside, it would equal her present income. [REDACTED] keeps saying he can get these people other jobs. This is the other side of the compassionate coin. And she could begin to build up Social Security credit. It will take her awhile, really, under Social Security, to pick up \$530 - at \$40 a year -- which she would get in increased annuity. I have a feeling she has her eye more on that than these two years. Tell her to seek help at the appropriate time from EEA Branch, and if she is not successful at that time the Board will take another look at it. Anyway, that was my thinking as I looked at it. That's just as bad as [REDACTED] saying in 1970 he knows he is still going to have a ceiling problem. He may not.

25X1A9a

not successful at that time the Board will take another look at it.

Anyway, that was my thinking as I looked at it. That's just as

bad as [REDACTED] saying in 1970 he knows he is still going to have a

ceiling problem. He may not.

25X1A9a

[REDACTED] He has to be working down to it.

[REDACTED] But tell him we don't handle budget allocations.

[REDACTED] Well, this is no problem. We have no reason to ask her to stay on past 60.

25X1A9a

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[REDACTED] But Vance says here if we're going to extend people we should get additional funds to pay these people.

25X1A9a

[REDACTED] told John not to put that stuff in there.
[REDACTED] Can we find out what she will get from Social Security -- whether she will be getting anything from

25X1A9a her husband's employment to add to her annuity.

[REDACTED] At her age if she worked for five more years at \$4500 or \$5000 a year, she would substantially increase her

25X1A9a Social Security benefits.

[REDACTED] She says in her memo - "I am my sole support.

[REDACTED] Do you know where her husband worked?

[REDACTED] Just died.

25X1A9a

[REDACTED] Did he work for the Government?

25X1A9a

[REDACTED] He was an electrician with [REDACTED]

[REDACTED] Of course, this was in 1957.

25X1A9a

[REDACTED] Well, he would be getting Social Security then.

25X1A9a

[REDACTED] Doesn't she get his Social Security then?
[REDACTED] I'm a little puzzled here. Are we operating under the age 60 with more than 20 years' service type of provision, or what? Because normally haven't we been letting people go to 30 years of service or age 62, whichever comes earliest?

25X1A9a

[REDACTED] 60 with 20 or more, or 62 with anything less than 20.

25X1A9a

[REDACTED] At 62 with less than 20?

[REDACTED] They can't retire before then.

[REDACTED] It seems probable that a little counselling with this woman and checking with Social Security to see

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what her husband is entitled to, might be appropriate here.

25X1A9a

[REDACTED] There's no easy way to compute this --
I was trying to do just a fast check here, but you really have to get
out her file and see how many years she worked and what her coverage
was -- because I did figure her magic number of years is 16 years --
and then you drop off the five lowest years, and then you divide by 16 --
but you just can't do it with too many factors missing.

25X1A9a

25X1A9a

[REDACTED] Tell her to go down and talk to Ken
[REDACTED] people.

25X1A9a

[REDACTED] It's too early now. I'm afraid a
prospective employer would say - "Come back in March or April" --
because for that type of job, nobody is interested in projecting that
far in advance.

25X1A9a

25X1A9a

[REDACTED] She is aware of [REDACTED] statement --
because we have been following the policy of not sending them through
unless the employee is aware, so that we can convey any reactions --
and her reaction was - "Well, I still want to try for an extension."

25X1A9a

[REDACTED] But again, she may not have figured
this all out for herself -- this was the counselling I was suggesting, not
counselling about trying to find a job right now.

25X1A9a

[REDACTED] We always suggest that they go down and
talk to those people.

25X1A9a

[REDACTED] We would be glad to go to Social Security
and get them to figure it out precisely. We can't be precise about
what she will get, but we can say that if she makes \$4500 a year --
she could make that at Woodie's, for instance -- where she would be
for retirement purposes.

25X1A9a

On the basis of [REDACTED] strong position that
he doesn't want her to stay on - which was endorsed by Ed Proctor -
we can't very well extend her. But I'd like to suggest - as has been

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suggested here - we feel she would be better off leaving at age 60 and finding outside employment, because she would only need a fairly minimal salary to equal her present income, and she would begin developing a substantial Social Security benefit. And whether we do or do not hold out the opportunity of coming back to us, I think she will do it on her own, anyway, if she doesn't find an outside job.

Also, this \$4500 annuity should be quite a bit larger by June 1970 because of the upcoming July pay raise.

If she has to continue to work, we think she could do better - considering all these factors - in a job outside, and that the time to go is when she would be most attractive to an employer - and she is going to be more attractive to an outside employer at 60 than at 62.

Okay, I think we do have a consensus here. Do I have a motion?

I move we deny her request for extension and recommend that she see RCPS and get some counsel.

And at the appropriate time see EEA for assistance.

. . . This motion was then seconded and passed . . .

The next case is

A very interesting case.

has provided a paper here, with a copy for everyone -- so I'll pass these around.

. . . The Board members then read the paper referred to by . . .

The significant thing in this paper -- and it helps us -- is he is right down to the wire now and he says he

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will get out by 30 June.

25X1A9a

[REDACTED] That's the only thing that gave me
a problem in the case.

25X1A9a

. . . Off the record . . .

25X1A9a

[REDACTED] Well, we want it on the basis of the
30 June early retirement. I think we may be ready for a motion.

25X1A9a

[REDACTED] I move that [REDACTED] be designated
as a participant in the CIARDS.

25X1A9a

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

[REDACTED] The last case is [REDACTED] This

25X1A9a

one bothered me, and I spent some time on the telephone

"Are you sure [REDACTED] somewhere between '66 and '69 didn't
have three months of service that we could consider qualifying?" But
he himself grinned and said, "Nope." And really he has worked in
the Signal Center and a little bit in the front office of OC -- and
we're dead if we ever even considered Signal Center time as
qualifying.

25X1A9a

[REDACTED] Can't they send him on a TDY overseas?

[REDACTED] Oh, I think the case will come back

some day -- but as of right now we really don't have any choice.

25X1A9a

[REDACTED] He's only 38 years old.

[REDACTED] But I don't think we should actually

25X1A9a

take him out of the System until his 15 years are up.

25X1A9a

[REDACTED] Oh no, we won't.

25X1A9a

[REDACTED] p, we won't. And I'm waiting for

[REDACTED] who is really [REDACTED] boss, and I haven't talked to Bob
personally, to ask him: "Isn't there something between now and May

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that you could profitably use John on, just to get him under the wire on this thing?" Because John is a good type, and he has been with us a long time.

25X1A9a

[REDACTED] We send him a memo advising him of the action by this Board -- which is a two page memo, which he signs -- and in that memo we tell him he will be removed from the CIARDS the pay day before his 15th anniversary.

25X1A9a

[REDACTED] So there's no dissent, and I think we have a motion.

25X1A9a

. . . Motion was then made, seconded and passed, that [REDACTED] be removed from the CIARDS . . .

. . . The meeting adjourned at 3:35 p.m. . . .

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